

Policy Purpose

The purpose of the Tronox Diversity & Inclusion policy is to promote the value of diversity and create an inclusive environment in which all employees, whether part time, full time or temporary, are treated fairly irrespective of their gender, race, ethnic origin, disability, age, nationality, national origin, sexuality, religion or belief, marital status and social class. We oppose all forms of unlawful discrimination.

Scope

This policy is applicable to all employees, vendors and contract labor managed directly by Tronox.

Policy

Tronox is committed to fostering, cultivating and preserving a culture of diversity and inclusion. Our human capital is the most valuable asset we have. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent that our employees invest in their work represents a significant part of not only our culture, but our reputation and company's achievement as well.

We embrace and encourage our employees' differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental abilities, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make our employees unique.

All employees of Tronox have a responsibility to treat others with dignity and respect at all times. All employees are expected to exhibit conduct that reflects inclusion during work, at work functions on or off the work site, and at all other company-sponsored and participative events. Any employee found to have exhibited any inappropriate conduct or behavior against others may be subject to disciplinary action in accordance with local policies.

Employees who believe they have been subjected to any kind of discrimination that conflicts with the company's diversity and inclusion policy should reference our code of conduct, anti-harassment and workplace violence policy and seek assistance from a supervisor or local HR representative.

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1.0 Tronox's Commitment

Tronox' is committed to providing a work environment that enhances diversity and that is free from discrimination and harassment that includes, but is not limited to:

- respectful communication and cooperation between all employees;
- attracting and retaining a skilled and diverse workforce as an employer of choice;
- improving the quality of decision-making, productivity and teamwork;
- fostering employer and employee contributions to the communities we serve to promote a greater understanding and respect for the diversity;
- adhering to all local workforce representation laws and rulings;
- not tolerating discrimination, harassment or violence in any of our workplaces or dealings and;
- appropriately handle any demonstration or reports of behaviors which are not aligned to Tronox's commitment to diversity and inclusion.

Definitions

Discrimination: any distinction, exclusion or preference that affects the equal treatment of a person in their employment, including offensive misuse of power practiced by individuals or groups.

Diversity: includes all the ways in which people differ, and encompass all the different characteristics that make one individual or group different from another. It is all-inclusive and recognizes everyone and every group as part of the diversity that should be valued. A broad definition includes not only race, ethnicity, and gender but also age, national origin, religion, disability, sexual orientation, socioeconomic status, education, marital status, language, and physical appearance. It also involves different ideas, perspectives, and values.

Harassment: unwelcome, uninvited and unreciprocated behaviour aimed at a person or group that a reasonable person would think would offend, humiliate or intimidate.

Inclusion: is the act of creating environments in which any individual or group can be and feel welcomed, respected, supported, valued and enabled to fully participate. An inclusive and welcoming climate embraces differences and offers respect in words and actions for all people.

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Workplace Representation: are organization efforts to ensure the internal workforce reflects the population of potential candidates in order to provide an indicator that fair hiring and promotion practices are in place.

Consequences

A breach of this policy may result in disciplinary action up to and including termination of employment, in according to local policies.

Policy review

This policy will be reviewed on a bi-annual frequency, or earlier due to business needs.

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